

SECTION 5. During periods of extreme weather conditions, when the Employer determines it to be necessary to require emergency or standby crews to remain on duty when all other employees have been released on administrative leave, such crews will be selected on a rotating basis, insofar as practicable, taking into consideration such safety factors as the physical condition of employees assigned to such emergency work.

SECTION 6. Time for clean-up will continue to be allowed prior to the end of overtime shifts in the same manner as provided in Article 21, Section 6.

SECTION 7. Each employee who is required to work overtime, without prior notice, will be allowed one telephone call within the commuting area at government expense.

SECTION 8. If an employee is required to work unscheduled overtime for period exceeding 2 hours beyond the normal work day, the employer will provide up to 15 minutes with pay for a rest break.

SECTION 9. The employer reserves the right to declare an emergency such as extraordinary mission requirements, or other conditions such as civil disaster. Should the employer's stated reason be questioned, appropriate action may be taken in accordance with the negotiated grievance procedure.

## ARTICLE 15

### HOLIDAYS

SECTION 1. Employees are entitled to holiday benefits consistent with current regulations for all Federal holidays now prescribed by law and any that may be added by Federal Statute or Executive Order. Holidays designated by Executive Order will be observed as legal holidays.

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